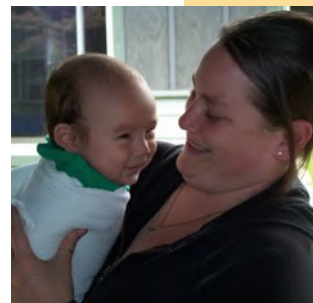
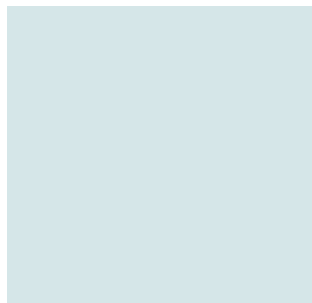
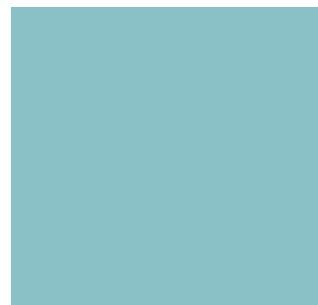
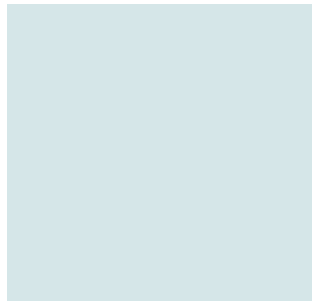




 **Office of Child Care**  
An Office of the Administration for Children & Families

# CCDBG Reauthorization: Tribal Consultations

## REPORT



AUGUST 2015

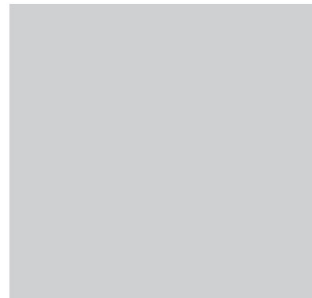
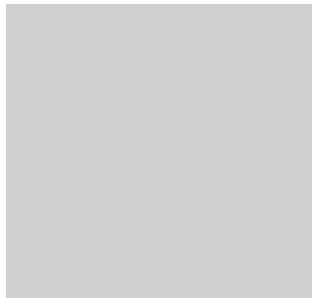


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# Consultation Overview



# CONSULTATION OVERVIEW

## Purpose

On November 19, 2014, President Obama signed the Child Care and Development Block Grant (CCDBG) Act of 2014 into law. The law reauthorizes the Child Care and Development Fund (CCDF) program and makes expansive changes to the program.

While the new law provides a much-needed comprehensive update to the CCDF program, the law does not explicitly indicate the extent to which many provisions apply to Tribes. Therefore, the Office of Child Care (OCC) held a series of consultations with Tribal Leaders and their designated representatives in order to develop regulations and policy guidance on how these provisions will apply to Tribes. OCC, as part of the Administration for Children and Families (ACF), conducted this consultation process in compliance with the ACF Tribal Consultation Policy published in 2011.

## Consultation Opportunities

OCC held five sessions, between February and June 2015, to solicit tribal input on the new law. An introductory Listening Session was held on February 23, in conjunction with the National Congress of American Indians (NCAI) Executive Winter Session, and that was followed by four official Tribal Consultations. The Listening Session and the final consultation (on May 20) were in-person events held in Washington, D.C. Three consultation sessions were held via conference calls to accommodate those unable to travel. The first conference call, on March 25th, covered the full range of Reauthorization topics; the April 22nd call focused on Background Checks and State-Tribal Coordination; and the May 7th call focused on Health & Safety/Monitoring and Quality. Tribal leaders and their designees were welcome to attend any and all sessions and were encouraged to submit written testimony and questions throughout the process.

OCC and ACF Leadership headed each session, with presentations and additional input from members of OCC's Tribal Team. OCC leadership and staff provided an overview of the new legislation and the rulemaking process during each event and encouraged tribal participants to share their ideas about the potential impact of the new law, the opportunities and challenges presented by different policy options, and any training or technical assistance that might be needed to ensure successful implementation of the new law.

OCC held a pre-consultation conference call for Tribal CCDF Administrators on March 17th. Prior to the call, OCC emailed an invitation to participate to all Tribal CCDF Administrators. OCC offered this call to support administrators' efforts to engage Tribal Leaders in the consultation process. During the call, peer presenters shared effective strategies for working with Tribal Leaders.

Written testimony and other comments were accepted for a period of 45 days following the final consultation session on May 20.

## Session Logistics

OCC sent an invitation letter from Rachel Schumacher, the Director of the Office of Child Care, via USPS to all Tribal Leaders informing them of the consultation opportunity and inviting them to attend the first in-person session. OCC sent a copy of the letter via email to all Tribal CCDF Administrators.

OCC's National Center on Tribal Child Care Implementation and Innovation (National Tribal Center or NTC) coordinated logistics for the five sessions. NTC researched multiple vendors of transcription services and of conference call services. After requesting and receiving quotes from many vendors, NTC selected one provider to provide each service for the series of consultation events.

NTC staff worked in conjunction with OCC to develop an online registration website which allowed for registration for the three conference call consultations as well as the final in-person consultation. The website included logistical and other meeting information. Registrants received an automated confirmation email from the registration website. OCC posted a link to the registration website and other Tribal Consultation information on the Reauthorization page of OCC's website. Prior to each event, NTC sent a reminder email to registered participants. The email included event details such as the event location or call-in number, as well as an agenda.

For each in-person session, OCC provided copies of relevant written materials to attendees; these included a markup of the new law, a "plain language" summary of new provisions, and a draft agenda of tentative discussion topics. NTC provided pre-meeting and on-site support for the in-person events, including coordinating with audiovisual and transcription vendors, verifying room setup, and staffing the registration table. NTC also created and provided sign-in sheets, participant table tents and name tags, and comment cards.

An operator assisted with each of the three conference call sessions. Prior to entering the conference call, participants were prompted to record their name and tribal affiliation; NTC transcribed that information and provided a participant list following each call. The operator muted participant phone lines during the call to minimize outside noise, but participants could signal the operator to request the floor in order to speak.

## **Consultation Recommendations and Results**

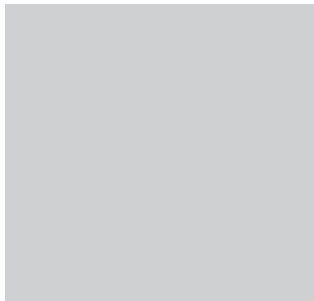
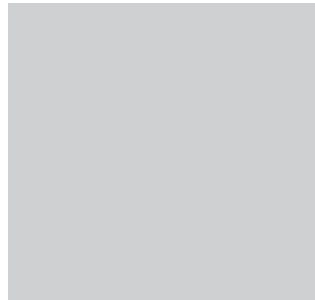
Participants at OCC's Tribal Consultation sessions offered insights and recommendations in a number of areas addressed in the new legislation, as well as comments on other topics related to the provision of early care and education services in tribal communities. A number of Tribes also submitted written testimony during the consultation period. OCC staff considered all of this input and is utilizing it in the development of the draft CCDF regulations and a draft of the FY 2017-2019 Tribal Plan Preprint.

This report provides a summary of recommendations and other key points offered by consultation participants. Summaries of consultation testimony from the listening session and the four formal consultation sessions, along with copies of written testimony received, are available for review on the OCC website.





# Key Points Shared By Participants



# KEY POINTS SHARED BY PARTICIPANTS

## Provisions of the CCDBG Act

### Tribal-Specific Provisions

- **Increasing the tribal set-aside**
  - CCDF is an extremely important program in tribal communities that assists Indian families in becoming self-sufficient as parents pursue education, training, and employment opportunities. CCDF is also viewed by Tribes as an important component of economic development. Sustained increases in funding are necessary to continue providing needed services to Indian families and communities.
  - As more Tribes participate in the CCDF program, it makes each Tribe's piece of the set-aside smaller. Grantees want the tribal set-aside increased to allow more Tribes to participate while ensuring that existing grantees are able to maintain services, keep up with rising costs, and continue to improve program quality.
  - Many Tribes are stepping up where they can to help fill the unmet child care needs in their communities. However, for most Tribes, there are long waiting lists for services and a significant need for recruitment and retention of quality child care facilities and providers.
  - If Tribes are asked to implement all of the new provisions in the law, some aspects will be costly to implement, especially for Tribes with small CCDF grants.
- **Flexibility in new regulations**
  - Eligibility timelines, quality set-aside amounts, etc., should be flexible and at the discretion of the grantee rather than set by federal regulations. Tribal grantees are very diverse and what works well for one Tribe may not work as well for another.
  - Requirements should allow for flexibility that takes into consideration tribal cultures, customs, traditions, and especially language.
  - Tribes appreciate OCC's ongoing efforts to ensure that Tribes continue to have flexibility in development of their CCDF Plans.
- This is an exciting time for the child care field. Under reauthorization, some of the improvements that tribal child care administrators have been recommending have finally come to fruition.

### Health and Safety Requirements for Child Care Providers

- **Health and safety standards**
  - Health and safety requirements across the ten topic areas should be established with consultation with Tribes.
  - Tribes understand the importance of having health and safety standards and would like the flexibility to develop and implement their own standards.
  - OCC's Minimum Tribal Health and Safety Standards document is an example of best practices for all Tribes regardless of program size or design. Updates to the Minimum Standards should be done through consultation that allows for feedback from all tribal grantees.

- There should be a mechanism through which grantees could apply for exemptions from individual standards in the new regulations but still be held accountable and have a plan to ensure children are safe and healthy.
- Newly mandated training requirements will be difficult to meet without additional resources.
- Tribal grantees should not be exempt from the new health and safety requirements based on grant size because the requirements are very basic.
- **Monitoring health and safety standards**
  - Tribes need assistance in establishing child care monitoring processes that take into consideration the Tribe's unique culture.
  - Other agencies such as Indian Health Service, Early Head Start/Head Start, and State Child Care Licensing often monitor tribal child care programs; however, the standards are sometimes different across those monitoring systems.
  - Provider training is key to ensuring health and safety standards are being met and some grantees have developed extensive training programs.
  - Some grantees have developed tools such as checklists to assist providers with the self-monitoring process.
- **Background checks for providers**
  - Additional support, resources, and flexibility on criminal background checks should be provided to tribal grantees. Challenges include high costs; large numbers of adults living in one household; coordinating with tribal, federal, state, and county agencies; and barrier crimes (crimes that would disqualify an individual for employment by a child care provider) unrelated to child health and safety.
  - Background checks have been an issue not just in child care but in Indian Child Welfare and other programs. Grantees need better access to the various criminal background check databases. This would help with costs as well as the time it takes to complete the process. For some grantees, cost is a prohibitive factor in doing comprehensive checks.
  - When grantees begin implementing drug testing and background checks for providers, they often lose a lot of their family child care providers. When all adult members in the household are required to have background checks, even more providers are lost. Many communities do not have an abundance of providers, or parents prefer relative providers, especially for odd-hour care, so this loss of providers has become a big issue.
  - Some grantees need a phase-in period since they do not have the ability or funds to do background checks, especially for every adult in the household. A lack of housing in many communities results in multiple families living in the same home, so there are often several adults that have to be screened in order to approve one provider.
  - Some providers simply don't want to go through the hassle of doing a background check. Many individuals who apply to become providers do not complete the process primarily because of the background check requirement.
  - Grantees need guidance and technical assistance with setting up background check review systems, including what offenses should disqualify someone from being a provider and how long the disqualification period should be; how to interpret background check reports; setting up background check review/rehabilitation teams; and developing an appeals process.
  - Coordinating with the State or local counties on background checks, sharing confidential information and interpreting results can be difficult especially when the provider is licensed by both the State and the Tribe. For example, the State may do a background check on a



provider but is not willing to share that information with the Tribe, so the Tribe has to repeat the process.

- Coordination with Foster Care programs to ensure consistency in background check processes would be helpful.
- Some grantees are providing financial assistance to tribal providers to help them meet State background check requirements (e.g., fingerprinting).
- Tribes and tribal organizations are governed by the Indian Child Protection Act, and their background check requirements are different from CCDF. OCC should look at how the requirements intersect/interface and issue appropriate guidance to grantees.

## **Transparent Consumer and Provider Education Information**

- **Access to provider-specific information, outreach and consumer education**

- Many Tribes do not currently have the funding, infrastructure, or capability to meet the website and quality indicator requirements in the statute.
- Tribes should be exempt from the consumer education provisions and should have the option to implement a system that provides parents receiving a subsidy with information about the providers they chose. For example, parents may want to know about providers in tribal family child care homes that provide traditional cultural teachings.
- Parent and provider education and information systems can be incorporated into an existing tribal website.
- Tools or templates would be helpful for disseminating information on child care services.
- Parents should have access to provider specific information, monitoring reports, and participate in the monitoring process.

## **Family-Friendly Eligibility Policies**

- **Flexible policies**

- With the many differences between tribal communities, allowing Tribes flexibility in defining eligibility terms (including “income”) and setting appropriate determination, redetermination, and job search periods would best meet the needs of individual Tribes. Assistance in identifying best practices to make longer eligibility periods feasible would also be helpful, particularly as it relates to preventing improper payments.
- The 12 month eligibility period is not practical for many Tribes. With limited funding, it is not financially responsible to continue to subsidize parents that are not continuously employed when there is a long waiting list for services.
- It is a burden on homeless families when documentation is not readily attainable which holds up services or payments.
- The cliff effect (losing benefits abruptly after a minimal increase in income) that faces families when they leave TANF and get a job or move into a higher paying job discourages families from progressing up the economic ladder. There needs to be more flexibility in addressing the cliff effect.
- Programs like Head Start and CCDF, with income requirements set around the poverty level, sometimes keep families in poverty in order for them to access the services. Eligibility to participate in these programs should go beyond the poverty level.
- Tribal CCDF programs should have the flexibility to allow parents to contribute subsistence foodstuffs to the child care center or provider in lieu of a portion of their family co-payment.

## Activities to Improve the Quality of Child Care

- **Consideration of tribal cultures, customs, and traditions when supporting quality activities**
  - Any quality improvement mandate, such as the tribal quality framework, needs to be developed only with formal consultation with Tribes.
  - Tribal cultural skills and knowledge need to be incorporated into professional development requirements and any ongoing training.
  - There should be training programs specifically designed for tribal providers, as many of them do not wish to attain additional credentials/certificates or participate in rating systems.
  - Teaching tribal knowledge should be a component of State Early Learning Guidelines.
- **Increase in the quality set-aside**
  - Many Tribes support the increase in the quality set-aside. Quality funds are used to improve child care programs/services and help individual providers improve their programs as well.
  - Increasing the quality minimum to 9%, especially for small Tribes, will mean that direct child care services will be limited. Flexibility in determining the percentage is recommended.
  - Adequate funding is not available to truly raise the overall quality of tribal child care programs. At current funding levels, provider payment rates cannot keep pace with the increased training and other requirements placed on providers.
  - Provider training and higher teacher salaries should be the primary use for quality funds.
- **Professional development for providers**
  - Professional development should be a tiered system leading to a Bachelor's Degree, but degrees should not be required for staff working in child care.
  - Additional resources and training opportunities are needed on topics such as quality care for infants and toddlers; school readiness; addressing the needs of children with challenging behaviors and preventing their expulsion from child care facilities; using native foods to improve children's nutrition; early intervention for children with autism, fetal alcohol syndrome, and other special needs; engaging families and communities in early education; preparing children for kindergarten; etc. It can be difficult and costly to find trainers and qualified experts on these topics in rural areas.
- Flexibility in determining how best to use quality funds is very important.

## State-Tribal Relationships

- **Coordination/collaboration between States and Tribes**
  - Tribes would like to coordinate more with States around health and safety issues, provider training, and monitoring providers in order to maximize the use of federal funds.
  - Some tribal child care facilities/providers are State licensed. Grantees would like to partner more closely with States to ensure coordination and reduce duplication of efforts.
  - Requirements, or at least clear directions, should be given to States regarding how they should coordinate, communicate, and consult with Tribes. States should be required to document their efforts.
  - In the Tribal Plan Preprint, there should be a place for Tribes to indicate whether or not they were consulted about the State Plan and to discuss the State/Tribal consultation process and outcomes.
  - Some States collaborate well with Tribes, including asking for input on issues related to children and meeting to discuss State Plans, State Child Care licensing, professional

development opportunities, etc. Some States have invited Tribes to participate on State early childhood workgroups and various other committees.

- For some States, tribal involvement is an afterthought and only done after decisions have been made. Tribes would like to be more involved in the development of the State's Plan.
- Additional guidance/training on developing meaningful tribal/state relationships would be helpful.
- Turnover of state and tribal CCDF Administrators sometimes results in a breakdown of collaborative relationships. Some ACF Regional Offices facilitate meetings/conference calls between States and Tribes, which helps maintain good communication among all CCDF Administrators in the region.
- **State child care licensing**
  - State licensing staff need guidance and support on working with Tribes and tribal providers in culturally appropriate ways.
  - When tribal facilities are state licensed, the licensing staff who monitor should be familiar with the Tribe's culture and traditions and be respectful when they see things that are different from what they might see in other child care facilities. Cultural sensitivity training for state workers would be a positive step.
  - Sometimes it is difficult to meet State licensing standards due to the lack of adequate training opportunities and qualified trainers in rural areas.
  - Grantees would like States to acknowledge tribal culturally based training as meeting State training requirements and as a part of State QRIS training systems.
  - Not all States license afterschool programs, especially those located in schools. There are issues when Tribes are asked to pay subsidy into those facilities. Quality and health and safety issues often arise as these programs are not required to meet child care standards and are not monitored by the State.
  - Some State licensing regulations are too stringent for very rural tribal communities. Assistance is needed in working with the State to make their standards more realistic for all communities in the state.
  - Having the opportunity for tribal providers to access the State's Professional Development Registry can be a tremendous opportunity that leads providers to establish career paths and training plans that meet their specific professional needs.

## **Additional Tribal CCDF Concerns**

### **Tribal Funding/Use of CCDBG**

- Tribes would like a review of the funding formula for tribal consortia. The Discretionary base funding is currently \$20,000 per Tribe; a consortium receives the base amount for each participating member Tribe. Because that amount can be used for any allowable CCDF cost, that funding can go to overhead instead of direct child care services for the participating Tribes. It also reduces the overall pool of funding for all Tribes. Consortia should still get funds for their additional administrative costs, but a cap on that amount should be considered.
- Consortia working with small Tribes are challenged by limited funding when they allocate proportional amounts of their grant to the individual member Tribes and villages.
- Tribes would like to continue submitting a self-certified child count in order to receive funding.
- For Tribes in extremely rural areas, it would be helpful if the amount of CCDF funding received supported the operation of a child care center, including the costs of training staff, transporting children, and building/maintaining appropriate facilities and play spaces.

- It would be helpful if CCDF had a separate pot of money for program start-up/expansion, as other grants do. A phase-in period, with additional funding, would be especially helpful for meeting the new requirements; the phase-in period for Tribes should be comparable to that of the States.
- Tribes should continue to receive direct funding from the federal government for child care.
- When some States pass funding on to the Tribes, they require a limited release of sovereign immunity that seriously impedes the Tribe's willingness and ability to accept those funds. Some Tribes can go through other entities to get the funding, but this reduces the amount of money that actually flows to the Tribe because the other entity has to take out its own overhead costs.

### **Exempt/Non-Exempt Threshold**

- Within the category of Exempt Tribes (those that receive less than \$500,000 per year from CCDF), Tribes would like tiers that differentiate between small grantees that only use their funds to support quality improvement activities and those that operate child care centers or subsidy programs.
- The Exempt/Non-Exempt threshold should be raised because the potential funding increases are coming with additional program requirements. The \$500,000 was already a low threshold, because the range of grant amounts is from roughly \$27,000 to \$11 million.

### **Redesigning the Tribal Plan Preprint**

- Tribes support the idea of redesigning the CCDF Plan Preprint, including having different Plans or different sections based on grant size or selected program options. Tribes should be consulted on the redesign and maximum flexibility should be maintained to best reflect the cultural, linguistic, geographic, and financial diversity of Tribes.
- Provide for online submission into a database so that data can be aggregated. Encourage all Tribes to submit Plans online, including P.L. 102-477 Tribes who are not required to complete the Preprint.
- The Preprint should include new questions that allow Tribes to discuss gaps in service delivery and to explain their parent co-payment processes.
- Having all of the eligibility definitions in one appendix again would be useful.

### **Tribal Reporting, Data, and Research**

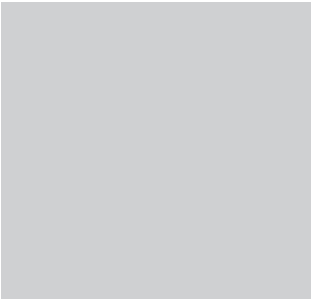
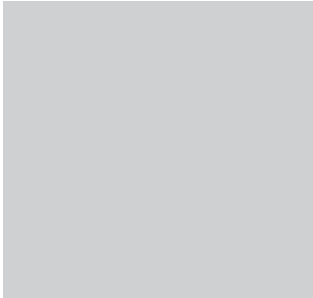
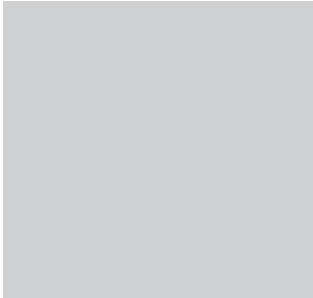
- Tribal data should be collected in a publically-accessible, searchable database. It is being done at the State level but not at the tribal level, so it is difficult for Tribes to talk about the impact of the CCDF program on tribal communities as a whole.
- Tribal child care data collected should include information on the type of the program being operated (center vs. subsidy), how funds are being used, and effective/innovative practices being used. More research is needed on tribal child care programs to identify outcomes and areas for improvement.
- Tribes that include their child care in a consolidated P.L. 102-477 Plan do not want additional reporting requirements imposed, while other Tribes would like the P.L. 102-477 Tribes to contribute to tribal CCDF data collection efforts.

### **Training and Technical Assistance**

- Tribes are opposed to any unfunded and unsupported mandates. Training and technical assistance (T&TA) and adequate funding for T&TA should be provided for any new mandates.
- All tribal CCDF administrators should have access to in-person T&TA, including contact with peers (both tribal and state peers) and on-site visits from regional office staff and federal contractors. Tribes with small grants should have equal access to T&TA opportunities.



Prepared Testimony Presented  
by Tribal Representatives



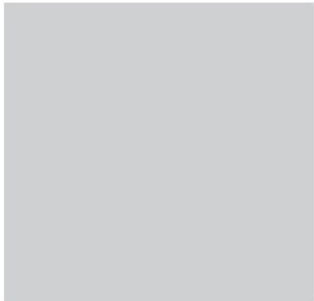
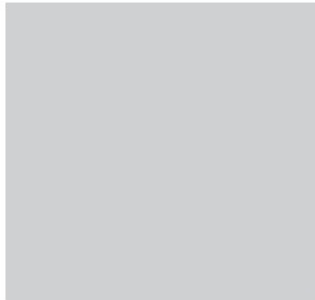
## **PREPARED TESTIMONY PRESENTED BY TRIBAL REPRESENTATIVES:**

1. Lac Courte Oreilles Band of Lake Superior Chippewa Indians
2. Cherokee Nation
3. Delaware Tribe of Indians
4. Muscogee (Creek) Nation





# Consultation Session Details At a Glance

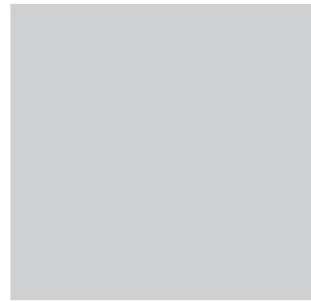
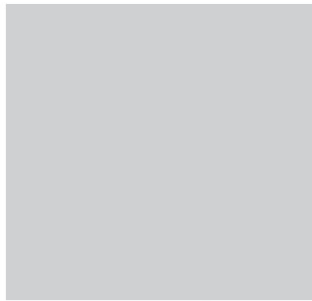


## CONSULTATION SESSION DETAILS AT A GLANCE

<b>Consultation Session:</b>	CCDBG Reauthorization: Tribal Listening Session
<b>Date/Time:</b>	February 23, 2015 from 9:00 AM-12:00 PM (EST)
<b>Location:</b>	Capital Hilton 1001 16 <sup>th</sup> St. NW, Washington, DC 20036
<b># of Participants:</b>	20, representing 16 Tribes/Tribal Organizations 8 Federal Participants 4 Technical Assistance and Support Staff
<b>Consultation Session:</b>	CCDBG Reauthorization: Tribal Consultation Call #1
<b>Date/Time:</b>	March 25, 2015 from 1:00 PM-2:00 PM (EST)
<b>Location:</b>	Conference Call (virtual)
<b># of Participants:</b>	53 Registered/Active Participants, representing 40 Tribes/Tribal Organizations 15 Federal Participants 6 Technical Assistance and Support Staff
<b>Consultation Session:</b>	CCDBG Reauthorization: Tribal Consultation Call #2 <i>Topic: Background Checks and State-Tribal Coordination</i>
<b>Date/Time:</b>	April 22, 2015 from 1:00 PM-2:00 PM (EST)
<b>Location:</b>	Conference Call (virtual)
<b># of Participants:</b>	38 Registered/Active Participants, representing 30 Tribes/Tribal Organizations 9 Federal Participants 2 Technical Assistance and Support Staff
<b>Consultation Session:</b>	CCDBG Reauthorization: Tribal Consultation Call #3 <i>Topic: Health &amp; Safety/Monitoring and Quality</i>
<b>Date/Time:</b>	May 7, 2015 from 3:00 PM-4:00 PM (EST)
<b>Location:</b>	Conference Call (virtual)
<b># of Participants:</b>	36 Registered/Active Participants, representing 26 Tribes/Tribal Organizations 8 Federal Participants 4 Technical Assistance and Support Staff
<b>Consultation Session:</b>	CCDBG Reauthorization: Tribal Consultation Session
<b>Date/Time:</b>	May 20, 2015 from 1:00 PM-4:30 PM (EST)
<b>Location:</b>	Hubert H. Humphrey Building 200 Independence Ave. SW, Washington, DC 20201
<b># of Participants:</b>	11, representing 8 Tribes/Tribal Organizations 8 Federal Participants 3 Technical Assistance and Support Staff



# Consultation Session Participants



## CONSULTATION SESSION PARTICIPANTS

### Participants Representing Tribes and Other Interested Parties

This list represents participants who attended an in-person consultation session and those who registered for, and/or were identified as a participant on, a consultation conference call. Since participants from the same program may have used only one conference line, when a Tribe was identified as being on the call, all registered participants from that Tribe are listed.

<b>NAME</b>	<b>TITLE</b>	<b>TRIBE/ORGANIZATION</b>
1. Whitney Dockrey	Health Law Intern	Akin Gump
2. Patricia Curtis	Human Services Specialist	Aleutian/Pribilof Islands Association
3. Racheluz "Pinky" Tooyak	Social Services Director	Arctic Slope Native Association, Inc.
4. Star Narcomey	Social Service Coordinator	Bishop Paiute Tribe
5. Sarah King	CCDBG Program Coordinator	California Indian Manpower Consortium
6. Jeff Morris	CCDBG Secretary	California Indian Manpower Consortium
7. AnnLouise Bonnitto	Tribal Child Development Director	California Rural Indian Health Board, Inc.
8. Alice Bagoyo	Child Care Manager	Central Council Tlingit and Haida Indian Tribes of Alaska
9. Sara Gregory	Child Care Specialist	Central Council Tlingit and Haida Indian Tribes of Alaska
10. Serena Hinchman	Administrative Clerk II	Central Council Tlingit and Haida Indian Tribes of Alaska
11. Phyllis Kaye	Child Care Technician	Central Council Tlingit and Haida Indian Tribes of Alaska
12. Will Micklin	1 <sup>st</sup> Vice President	Central Council Tlingit and Haida Tribes of Alaska
13. Tricia Peoples	Director of Child Care	Cherokee Nation
14. Clint Hastings	Self-Governance	Cherokee Nation
15. Cara Cowan Watts	Councilwoman	Cherokee Nation
16. Chief Gary Harrison	Chief	Chickaloon Village
17. Jennifer Wolf Chief	Daycare Supervisor	Chippewa-Cree Tribe of Rocky Boys Reservation
18. Christie Stevens	Director	Cocopah Indian Tribe
19. Rachael BigSam	Program Manager	Confederated Salish and Kootenai Tribes of Flathead Nation
20. MayAnne Mitchell	Tribal Day Care Administrator	Confederated Tribes of Warm Springs
21. Reona Trimble	Support Services Coordinator	Confederated Tribes of Warm Springs
22. Lisa Rieger	Vice President and General Counsel	Cook Inlet Tribal Council
23. Georgia Jackson	Case Manager	Copper River Native Association
24. Donna Renard		Copper River Native Association
25. Whitney Devlin	CCDF Administrator	Cowlitz Indian Tribe
26. Monica Raphael	Early Childhood Research and Development Manager	Delaware Nation
27. Sherry Rackliff	Executive Director, Washington County Child Development	Delaware Tribe of Indians
28. Lynette Fisherman	Child Care Coordinator	Fallon Paiute Shoshone Tribe
29. Vicki Anderson	Child Care Coordinator	Flandreau Santee Sioux Tribe
30. Julie Stephens	Contract Administrator	Flandreau Santee Sioux Tribe

<b>NAME</b>	<b>TITLE</b>	<b>TRIBE/ORGANIZATION</b>
31. Julia Schroeder	Director of Child Care Services	Hannahville Indian Community
32. Cynthia De Florian	Child Care Assistance Program Manager	Ho-Chunk Nation
33. Shelly Carpenter	Child Care Manager	Hoopa Tribe
34. Wayne Taylor	Executive Director	Hopi Tribe
35. Jacqueline Sanchez	Director	Hopland Band of Pomo Indians
36. Chira Walema	Program Manager	Hualapai Day Care
37. Kassim Mbwana	Senior Research Analyst	IMPAQ International
38. Mary Bea Lilly	Director	Indian Township Passamaquoddy Tribe
39. Desiree Tyrrell	Administrative Assistant	Indian Township Passamaquoddy Tribe
40. Verna Johnson	Program Manager	Inter Tribal Council of Arizona, Inc.
41. Michael Tinsley	CCDF Program Manager	Inter-Tribal Council of Nevada
42. Deserea Quintana	Advertising & PR Manager/Grant Writer	Inter-Tribal Council of Nevada
43. Sue Mapes	Social and Community Services Supervisor	Jamestown S'Klallam Tribe
44. Buster Attebery	Tribal Chair	Karuk Tribe
45. Kate Schadle	Social Services Specialist	Kenaitze Indian Tribe
46. Monica Davila	Child Care Program Director	Kickapoo Traditional Tribe of Texas
47. Norma Ross	Treasurer	Lac Courte Oreilles Band of Lake Superior Chippewa Indians
48. Teri Tainter	Child Care Director	Lac Courte Oreilles Band of Lake Superior Chippewa Indians
49. Kenneth Tiller	Councilman	Laguna Pueblo
50. Rebecca Littlewolf	Program Manager	Leech Lake Band of Ojibwe
51. Frances Charles	Chairwoman	Lower Elwha Klallam Tribe
52. April Cottrell	Child Care Services Manager	Mechoopda India Tribe of Chico Rancheria
53. Julia Anderson	Early Childhood Director	Muckleshoot Indian Tribe
54. Linda Eyle	CCDF Enrollment Coordinator	Muckleshoot Indian Tribe
55. Cherrah Giles	Cabinet Secretary, Department of Community and Human Services	Muscogee (Creek) Nation
56. Barbara O'Neal	Director, Office of Child Care	Muscogee (Creek) Nation
57. Augustine Kignak	Family Advocate/Workforce Assistant	Native Village of Barrow
58. Marjorie Solomon	Director	Native Village of Barrow
59. William Walks Along	Tribal Administrator	Northern Cheyenne Tribe
60. Frances "Pigeon" Big Crow	Child Care Program Director	Oglala Sioux Tribe
61. Joline Martinez	Director	Ohkay Owingeh Head Start
62. Marisa Cummings	CTO	Omaha Tribe
63. Cora Miller	Day Care Director	Omaha Tribe
64. Gwen Porter	Council Member	Omaha Tribe
65. Mary Motquin	Child Care Program Manager	Oneida Tribe of Indians of Wisconsin
66. Trina Schuyler	Economic Support Director	Oneida Tribe of Indians of Wisconsin
67. Jennifer Webster	Councilwoman	Oneida Tribe of Indians of Wisconsin
68. Katie Swan	Assistant Director	Osage Nation
69. Julia Horinek	CCDF Director	Otoe-Missouria Tribe
70. Tilford P. Denver	Intergovernmental Affairs Administrator	Owens Valley Career Development Center
71. Tom Zizzo	Analyst	Owens Valley Career Development Center
72. Tanayah Tom	Child Care/Projects Coordinator	Paiute Indian Tribe of Utah
73. Jennifer Lutge	CCDF Staff	Pinoleville Pomo Nation
74. Veronica Timberlake	Social Services Director	Pinoleville Pomo Nation
75. Makala Portis	Day Care Coordinator	Pit River Tribe
76. Melissa Durden	Crisis Assessment Coordinator	Poarch Band of Creek Indians
77. Lena White	Community Services Child Care Coordinator	Poarch Band of Creek Indians

<b>NAME</b>	<b>TITLE</b>	<b>TRIBE/ORGANIZATION</b>
78. Stephanie Pospisil	Social Services Director	Ponca Tribe of Nebraska
79. Kimberly Gordon	Child Care Director	Red Cliff Band of Lake Superior Chippewas
80. Robert Smith	District Representative	Red Lake Band of Chippewa Indians
81. Ruby Gurneau	Child Care Director	Red Lake Band of Chippewa Indians
82. Cindy Hoaglen	TANF Director	Round Valley Indian Tribes
83. Sharon Rohl	TANF Case Management Supervisor	Round Valley Indian Tribes
84. Mylene Wanatee	Family Services Director	Sac & Fox of the Mississippi in Iowa (Meskwaki Family Services)
85. Lori Beck	Co-Administrator Office Manager	Sac & Fox of the Mississippi in Iowa (Meskwaki Family Services)
86. Tami Brungard	Education Leader	Salt River Pima-Maricopa Indian Community
87. Chris McIntier	Grants Admin	Salt River Pima-Maricopa Indian Community
88. Deborah Mulgrew	Compliance Coordinator	Salt River Pima-Maricopa Indian Community
89. Nolita Noline	CCDF Administrator	San Carlos Apache Tribe
90. Nayda Coriz	<i>Unknown</i>	Santo Domingo Pueblo
91. Rachel Henderson	Director	Santo Domingo Pueblo
92. Marita Pacheco	<i>Unknown</i>	Santo Domingo Pueblo
93. Rojera Coby	Education & Parent Coordinator	Shoshone Bannock Tribes
94. Glenda Marshall	ECP Director	Shoshone-Bannock Tribes
95. Janene Kohler-Kainulainen	General Assistance Caseworker	Sitka Tribe of Alaska
96. Dorothy Wait	Director, Community & Family Services	Smith River Rancheria
97. Shauna Shipp-Martinez	Tribal Services Officer	Snoqualmie Tribe
98. Mindy Flett	Child Development Director	Spokane Tribe
99. Tina Richards	District 1 Council	Susanville Indian Rancheria
100. Anita Taylor	Work Assistance Program Director	Tanana Chiefs Conference
101. Patricia Eningowuk	Director, Early Learning Center	The Suquamish Tribe
102. Wilma Lady	Child Care Coordinator	The Suquamish Tribe
103. Bernadette Felix	Child Care Manager	Tohono O'odham Nation
104. Tom Disselhorst	Attorney	United Tribes Technical College
105. Michelle Grant	<i>Unknown</i>	<i>unknown</i>
106. Juanita PlentyHoles	Vice Chairwoman	Ute Mountain Ute Tribe
107. Velma Kaytoggy	Child Care Administrator	White Mountain Apache Tribe
108. Debra Jim	Director	Yakama Nation
109. Jeremiah Swain	Education Clerical Assistant	Yurok Tribe



## Federal Participants

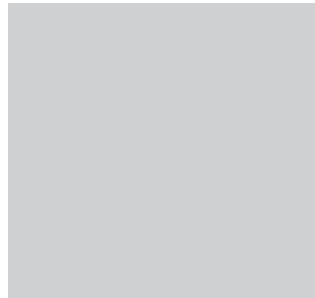
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Shannon Rudisill	Associate Deputy Assistant Secretary for Early Childhood Development	Administration for Children and Families
Lillian Sparks-Robinson	Commissioner	Administration for Native Americans
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Rachel Schumacher	Director	Office of Child Care
Ellen Wheatley	Deputy Director	Office of Child Care
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Maria Pestalardo	Child Care Program Specialist	Office of Child Care
Kim Relph	Child Care Program Specialist	Office of Child Care
Brian Richmond	Technical Assistance Specialist	Office of Child Care
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Jaqueline Betro	Intern	Office of Child Care
Kathy Rademacher	Grants Management Specialist	Office of Grants Management

## Technical Assistance and Support Staff

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Eva Carter	TA Specialist for Partnerships	NTC
Judy Collins	TA Specialist for Health	NTC
Laurie Hand	Senior TA Specialist	NTC
Heather Law	Logistics and Fiscal Coordinator	NTC
Doreen McNicholas	Senior TA Specialist	NTC
Nina Stanton	Senior TA Specialist	NTC
Patti Boulanger	NTC Consultant	NTC
Ky Harrison	Transcriptionist	Transcription, Etc
Roz DeBartolo	Transcriptionist	Transcription, Etc



# Written Testimony Submitted by Tribes



## **LIST OF WRITTEN TESTIMONY SUBMITTED BY TRIBES**

1. Redding Rancheria Tribal Council (2/23/15)
2. National Indian Child Care Association (3/23/15)
3. Delaware Tribe (5/20/15)
4. Suquamish Tribe (5/21/15)
5. Oklahoma Tribal Child Care Association (7/3/15)